

FIRE DEPARTMENT

DEPARTMENT MISSION STATEMENT:

To protect and serve and to put service above all else.

Established in 1877, the Fresno Fire Department is one of the oldest fire departments in the United States, rich in history and tradition. Sworn-safety staff totaling 285 serve an area of 104 square miles and a population of more than 450,000. The Department responds to more than 30,000 calls annually for service. A primary goal in fulfilling the Department's mission is to develop a joint vision of responsibility with the residents of Fresno to provide for a safe living environment and the quality of life that the community deserves.

The Fire Department provides a variety of services to the citizens of Fresno. The Department includes four divisions: Administrative Services, Suppression and Emergency Response, Prevention and Investigation, and Training and Support Services. Administrative Services supports all areas of the Department so that first-line personnel may provide responsive and expert service to the public. Suppression and Emergency Response provides all risk mitigation including fire suppression, emergency medical care, technical rescues, hazardous material response, and building inspections. Prevention and Investigation provides inspection services, plan reviews, issues permits/licenses to all facilities where the public may be present, fire safety education, as well as investigates and prosecutes arson fires when appropriate. Training and Support Services provides training to Department members and maintenance of the fleet of fire apparatus.

KEY RESULT AREAS:

Key Result Area: Public Safety

Goal: Reduce per capita fire loss to \$20 within three years.

There are several factors that contribute to Fresno's high per capita fire loss including: response times, staffing of fire companies, and a high incidence of structure fires caused by arson. In order to reduce the per capita fire loss in FY 2005, the Department, in coordination with the Building Industry Association and other stakeholder groups, will develop a City ordinance requiring all new construction to be fully sprinkled. The Department will continue to implement the public safety plan as recommended by the Public Safety Commission, and seek approval from the Mayor and City Council.

Resources: Within existing appropriations

Traffic signal override control devices will be installed at 60 intersections throughout the City funded through a Federal Hazard Elimination Grant as identified in the Public Works Department FY 2005 budget.

Resources: Included in Public Works Department appropriations - \$397,800

Goal: Fire Department response time within four minutes, 90 percent of the time, by FY 2010.

Currently, the Fire Department arrives on scene within 5.5 minutes, 65 percent of the time. In order to reduce response times in FY 2005, the Department will explore strategies with the Police Department in order to reduce dispatch "process" time which is the time between "call received" and "dispatch." The Department will also work with the Public Works Department to plan for the removal of unnecessary speed bumps and reduction in size of existing speed bumps.

Resources: Within existing appropriations

The Department will outfit all fire apparatus with traffic signal override control device emitters to fully utilize the existing Opticom system within the City.

Resources: Included in appropriations - \$38,700

Goal: Increase EMS service level delivery to provide advanced life support within two years.

The Department has undertaken research with the Fresno County Emergency Medical Services (EMS) office and American Ambulance to determine what level of service should be provided by the Fire Department. The optimal level of service has been identified as Emergency Medical Technician (EMT)-II Intermediate. Department efforts toward this goal in FY 2005 will focus on discussions with the County of Fresno and American Ambulance on a adopted increase in First Responder fees to offset the cost of the training program and equipment.

Resources: Within existing appropriations

Goal: 95 percent of key Citywide personnel are trained in the City's Emergency Operations Plan within one year.

In FY 2005 the Department will conduct two exercises supported by Homeland Security grant funds. Each exercise will test the City's ability to run an Emergency Operations Center and to implement the Emergency Operations Plan. Key personnel will be exposed to and trained in the National Incident Management System. Exercises will evaluate the ability to respond to a terrorist event and/or large scale medical disaster. The Department is investigating the availability of \$150,000 in funding from the County of Fresno's FY 2005 Homeland Security Grant.

Resources: Within existing appropriations

Goal: Provide and maintain a high standard of public health.

The Department will maintain and enforce the Uniform Fire Code, California Fire Code, and the Fresno Municipal Code for existing and new construction.

Resources: Within existing appropriations

Key Result Area: Resources

Goal: Secure all necessary resources to succeed in all Key Result Areas.

The Department is currently funded at less than 50 percent of its peer California cities. The Public Safety Commission's recommended option would cost approximately \$1.44 million over the next 20 years to provide world class fire service to the community. Department activities within the next fiscal year will be devoted to obtaining the financial resources to implement the recommended option if approved by the Mayor and City Council.

Resources: Within existing appropriations

Key Result Area: Education

Goal: Have Life-Skills curriculum in every middle school within one year.

In FY 2005, the Department will partner with the Police and Parks, Recreation and Community Services Departments to plan the program which will include CPR and basic first aid skills.

Resources: Within existing appropriations

Goal: Establish 1,000 mentoring relationships through the Buddies program by the end of the year.

The Department will partner with other City departments in this program.

Resources: Within existing appropriations

Key Result Area: Regional Cooperation

Goal: We have a Regional Public Safety Services Agency by 2007.

Currently there are four fire entities delivering service to the Fresno metropolitan area causing duplication of emergency services, administration, training, and dispatch services. To eliminate the duplication, the Department will develop an urban area fire protection service plan in order to reduce the redundancy which currently exists between fire districts operating within the metropolitan area and the City's Fire Department.

Fire Station No. 15 will be the first fire station operating under such a plan. The Fresno County Fire Protection District will close their Station 88 and services will be provided to County residents by Fresno City Fire Station No. 15. Such a plan will maximize the dollars spent on fire protection for metropolitan area residents.

Resources: Within existing appropriations

Key Result Area: Employee Relations

Goal: 70 percent of the workforce refers the City to friends and family as a rewarding place of employment by June 30, 2007.

Surveys have been developed to improve communication between the work force and management. Solutions will be developed and implemented to address concerns. Follow up surveys will be conducted to assess improvements.

Resources: Within existing appropriations

Goal: 100 percent of the workforce understand their role to improve the City by June 30, 2006.

Imagine 21 training will be made available to Department employees up to the level of Fire Captain. In addition, open communication between staff will be expected in all areas.

Resources: Included in appropriations - \$158,000

Goal: 100 percent of the workforce has the opportunity to meet with their Chief and Bureau Chiefs in a safe, open setting semi-annually by June 30, 2005.

The Chief and Bureau Chiefs will meet with all personnel through training opportunities and/or station visits at least twice annually.

Resources: Within existing appropriations

Goal: Employee Needs Assessment is conducted bi-annually by June 30, 2005.

The Department will develop a survey instrument to assess the wants, needs, and expectations of its employees in FY 2005.

Resources: Within existing appropriations

Key Result Area: Customer Service

Goal: 90 percent of customers are satisfied with our services by June 30, 2006.

Goal: Customer needs assessment is conducted bi-annually by June 30, 2005.

The Department established customer service surveys for its internal customers in the areas of Supply, Training, Facility Maintenance, and Fleet Maintenance. It is also in the process of establishing customer service survey forms for its external customers for the Fire Prevention and Fire Suppression Divisions. These surveys are to be distributed to a percentage of customers following Fire Prevention activities and Fire Suppression (Fire/EMS) calls. The Department will develop, administer, analyze survey results, and implement changes as needed.

Resources: Within existing appropriations

Goal: Annual customer education is implemented by June 30, 2005.

The Department will publish an Annual Report and continue to interact with the public through attendance at events, public safety programs, and other outreach efforts.

Resources: Within existing appropriations

Key Result Area: General Plan

Goal: Open southeast growth area by 2007.

Fire Station No. 15, in southeast Fresno, will be constructed and operational by February 2005. The cost to construct and equip the station is approximately \$3.2 million and is secured through Urban Growth Management (UGM) funds in FY 2004. The cost to staff and operate the station is included in the FY 2005 budget.

Resources: Included in appropriations - \$719,000

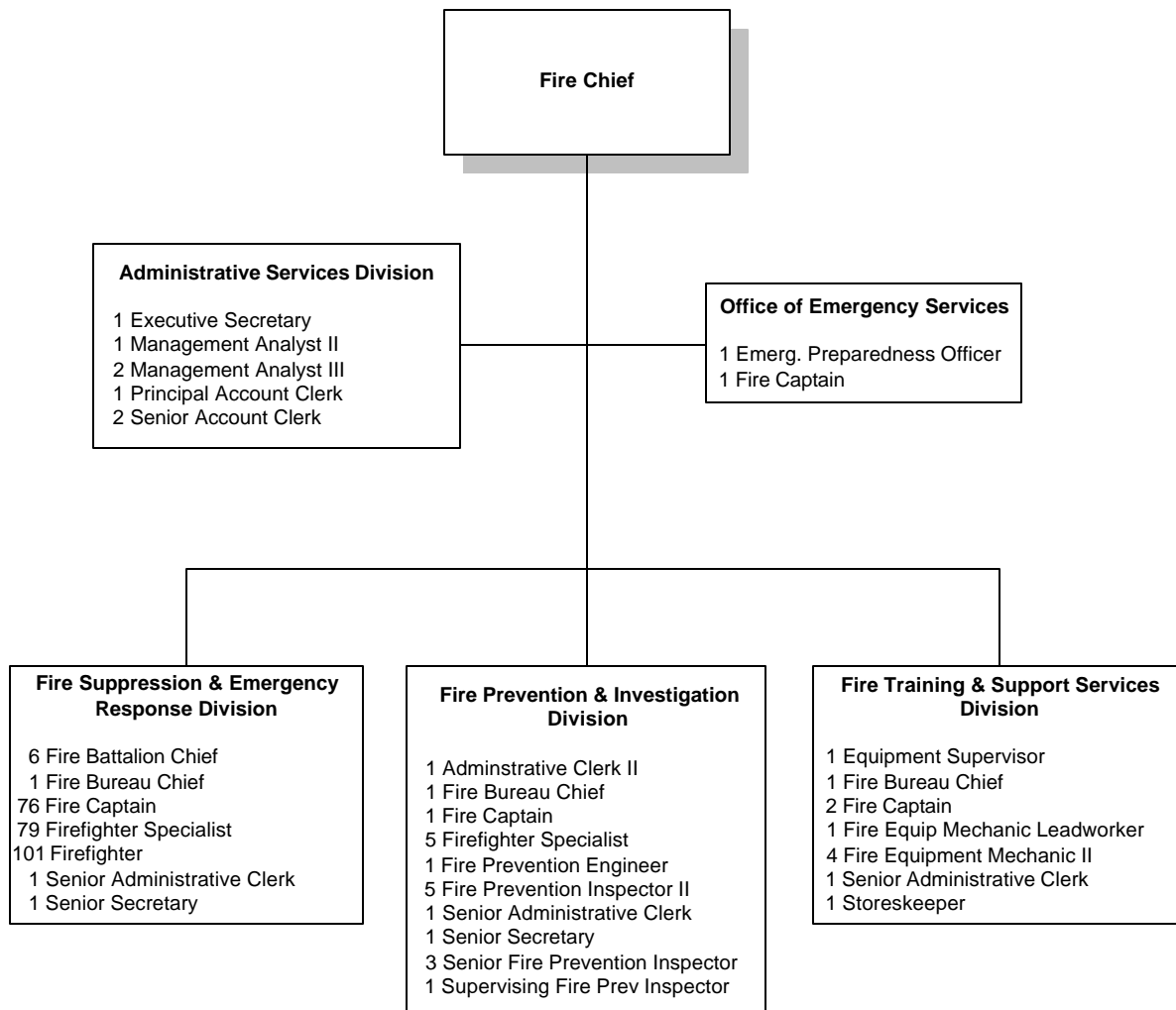
Goal: Complete Downtown revitalization by 2010.

The Department is in discussion with the Police Department and Sheriff's Office to share a multi-story public safety facility in downtown Fresno. These discussions will continue into the next fiscal year.

Resources: Within existing appropriations



ORGANIZATION CHART - FY 2005



285.00 Sworn Permanent Full-Time Equivalent Positions

21.00 Non-Sworn Full-Time Equivalent Positions

306.00 Authorized Positions

AUTHORIZED POSITIONS SUMMARY

DIVISION	FY 2003	FY 2004	FY 2005
Administrative Services	10.50	9.00	10.00
Fire Suppression and Emergency Response	264.00	264.00	265.00
Fire Prevention and Investigation	22.50	20.00	20.00
Fire Training and Support Services	0.00	0.00	11.00
TOTAL	297.00	293.00	306.00

Reconciliation of Changes in FY 2004:

Emergency Preparedness Officer	0.00	1.00	0.00
Firefighter Specialist	0.00	2.00	0.00
FY 2004 Amended	297.00	296.00	306.00

DEPARTMENT FUNDING BY SOURCE

Fund	FY 2002 Actuals	FY 2003 Actuals	FY 2004 Amended	FY 2005 Adopted
General Fund - Net Support	\$ 25,223,900	\$ 27,391,100	\$ 28,475,900	\$ 30,846,800
Fire Inspection and Permit Fees - Current	\$438,200	517,200	542,800	840,300
Public Safety Alarm Fees - Current	100	50,300	72,000	72,000
Federal Grant	200,000	15,900	874,600	341,400
SCCCD	0	11,900	11,200	11,600
Cost Recovery	0	0	503,000	0
State - Office of Emergency Services	2,600	0	0	250,000
General Fund - Other	717,800	172,200	284,600	97,700
Transfer for Fire Facilities Debt Service	0	(6,000)	(505,100)	(72,100)
TOTAL	\$ 26,582,600	\$ 28,152,600	\$ 30,259,000	\$ 32,387,700

DEPARTMENT SUMMARY APPROPRIATIONS

Expenditures	FY 2002 Actuals	FY 2003 Actuals	FY 2004 Amended	FY 2005 Adopted
Administrative Services	\$ 845,400	\$ 895,400	\$ 1,226,800	\$ 2,016,400
Fire Suppression and Emergency Response	23,883,100	25,541,600	26,950,100	27,184,200
Fire Prevention and Investigation	1,854,100	1,715,600	2,082,100	1,854,000
Fire Training and Support Services	0	0	0	1,333,100
TOTAL	\$ 26,582,600	\$ 28,152,600	\$ 30,259,000	\$ 32,387,700

BUDGET COMMENTS

In order to fulfill the Mayor's commitment to rebuild the Fire Department in FY 2004, a new Fire Chief joined the Department, three new engines and other equipment were placed into service, and the Emergency Preparedness Officer relocated from the Police to the Fire Department. To continue this effort in FY 2005, while keeping the Department's budget within target, resources have been reallocated to provide needed equipment, systems, and staffing. The Fire Department's adopted budget for FY 2005 includes the following:

- Fully funds increases in interdepartmental (ID) charges and workers' compensation insurance.
- Twelve new positions to staff Fire Station No. 15 in the southeast Fresno area. These positions consist of four fire captains, four firefighter specialists, and four firefighters at a cost of \$621,100 plus \$97,900 for various startup operating expenses.
- First of three phases to replace the Records Management System (RMS), a critical component of the Department's infrastructure. The phased implementation schedule addresses the most immediate needs of the Department first. The Phase One incident reporting software will provide for mandated activities and serve as a revenue resource while the personnel management software will assist with staffing, recording, and reporting. Phase One of the project, at a cost of \$370,000, will be completed in FY 2005.

Phase Two will include equipment and fleet management software and inventory management software. Phase Three will include fire hydrant maintenance software and document image archiving software.

- Fully fund the Federal contract for Phase Two of the Metropolitan Medical Response System (MMRS) program at a cost of \$250,000.
- Acquire standardized special equipment at a cost of \$92,000 so that firefighting staff will know how to use the equipment assigned to a station regardless of which station they are assigned.
- Install Opticom on the final 18 of the Department's 27 fire apparatus at a cost of \$38,700. This will provide the ability for all fire apparatus to control traffic signals to clear intersections and ensure safe passage. The City is in the process of retrofitting all traffic lights with the Opticom traffic light control system.
- Purchase vacuums, carpet cleaners, and floor buffers at a cost of \$20,000. This will ensure that fire stations are properly maintained by assigned personnel on a daily basis.
- Replacement of 60 outdated portable radios, used by fire personnel on service calls, at a cost of \$48,600.
- Addition of four engines and two aerial ladder trucks to replace current apparatus that have reached their useful service lives as front-line vehicles. Lease payments will begin in FY 2006 due to length of time to build the apparatus.

The purchase and installation of two repeater radio transmitters, including additional radio frequencies to upgrade communications, will meet Department needs by ensuring emergency communications. Additional frequencies and repeater channels will provide necessary coverage as the City grows and when large incidents occur. A long term plan will be developed to provide additional frequencies and interoperability with other law enforcement and fire agencies. This plan is essential to providing all risk mitigation to the citizens of Fresno. UGM funding is available for this \$3.09 million project.

ACCOMPLISHMENTS:**Administrative Services Division**

- Developed a 365-day plan for the organization.

FIRE DEPARTMENT - Continued

- Developed a collaborative process with Risk, Retirement, and Fire Administration for the timely completion of disability retirement applications by the affected employees, thereby reducing the cost to the City while providing a more effective, user friendly process for the employee.
- Identified improvement opportunities related to personnel, operations and maintenance, apparatus, facilities, and other areas affecting the Department.
- Initiated the three-to-five year accreditation process from the Commission on Fire Accreditation International (CFAI) in order to maximize individual achievement and organizational excellence.
- Developed a weekly internal newsletter in an effort to apprise employees of items presented at weekly staff meetings chaired by the Chief.

Fire Suppression and Emergency Response Division

- Completed design of Fire Station No. 15. When opened in February 2005, this station will provide an engine company to the developing southeast Fresno area.
- Completed design of Fire Station No. 17. Temporary Station No. 21 will be closed and personnel will move into new Station No. 17 providing permanent fire protection, EMS, and other emergency response services to north Fresno.
- Planning process for a permanent replacement for temporary Fire Station No. 16 in northwest Fresno will begin in FY 2005.
- Eight firefighter positions were added for three months to allow the Division to hire and train new employees in anticipation of impending vacancies. The process for hiring and training new firefighters takes approximately six months.
- To improve the efficiency of the Department's aging fleet, three engines were purchased and placed into service in FY 2004. One additional engine, one water tender truck, and one aerial ladder truck are scheduled for purchase and will be placed into service in FY 2005.
- Division personnel continue to be involved with the community by participating in a variety of events. These included: Fresno Bee Kids Day to benefit Children's Hospital of Central California; Mudd Volley Ball for the March of Dimes; Firefighters Chili Cook Off and Fill the Helmet for the Community Regional Burn Center; Fire Fighters Creating Memories which assists families of children with disabilities to enjoy the Fresno Fair; "Every 15 Minutes" which educates high school students of the dangers of driving while under the influence; and "A Friend is Waiting" which designates Fire Department facilities as areas of safety for children or adults who may be threatened or in danger or as points of contact for requesting assistance from other agencies.

Fire Prevention and Investigation Division

- 2,200 working fires \$ 17,264,000
535 arson fires 13,579,000
Total fire loss in Calendar Year (CY) 2003 \$ 30,843,000
- 27,000 school children educated in fire safety.
- Added two inspectors to Prevention Section.

Fire Training and Support Services Division

- Provided two 13-week fire academies for new employees. Met State and Federal mandates for training in a timely and efficient manner to minimize the overtime required to staff fire apparatus.

- Continued progress toward providing a learning environment where all 265 suppression members can reach the 200 plus hours of mandated training annually.
- Provided a certified fire apparatus mechanic on call 24 hours per day, seven days per week, to prevent a negative service level impact to the community.

ISSUES:**Public Safety Commission**

The 2025 Public Safety Needs Assessment for the Fire Department, issued in September 2003, included recommended staffing levels, facilities, and equipment based on a variety of projections and service levels. This information will serve as a basis for strategic decision making which will enable the City of Fresno to utilize present and future community resources in an efficient and effective manner and provide for the public safety needs of the citizens of Fresno through the year 2025.

In October 2003, the City Council was presented with information developed by the Fire and Police Departments' Public Safety Needs Assessments. The City Council directed that a Public Safety Commission be established to evaluate the Needs Assessments. The Commission presented a list of recommendations to the City Council in the Spring of 2004 as part of a public safety growth plan for the City of Fresno.

Administrative Services Division

- **Recruitment, Examination, and Selection of Replacement Firefighting Personnel:** These components of the pre-employment process will continue to be necessities in order to efficiently replace firefighters separating from City service due to resignation, retirement, or termination.
- **Public Information/Education:** The Department will continue to emphasize the importance of enhancing communication with the internal and external public. For example, the Chief's "Four Minutes to Excellence" presentation will be made to as many community-based organizations as possible. Customer satisfaction surveys will continue to be distributed at the end of calls for service soliciting feedback on Department services.
- **Accreditation Process:** The Department will implement the self-examination process in an effort to become an exemplary organization. Subjects such as standards of coverage, elements of response time, and development of strategic plans will be explored. At times the Department will require "fire industry experts" to assist with the completion of these types of processes.
- **New Fire Department Headquarters:** The 2025 General Plan has identified new uses for the property where the Fire Department Headquarters is currently located. Therefore, the Fire Chief, the Police Chief, and the Fresno County Sheriff have discussed the possibility of sharing a new Public Safety Building, which would house all three agencies. Consolidation of the separate agency buildings should result in a more cost effective delivery of service. Both the City Council and County Board of Supervisors have approved the exploration of this concept.

Fire Suppression and Emergency Response Division

- **Response Times:** The Division has set a goal of arriving at the scene of an emergency within four minutes travel time, 90 percent of the time. The current level of service is 5.5 minutes, 65 percent of the time. Several steps are recommended to address the four minute goal. These include:
 - ▶ Develop a strategic plan and revenue stream to implement options defined by the Public Safety Commission.
 - ▶ Addition of emergency response units in the form of rapid response vehicles staffed with two firefighting personnel. These units will respond to small fires and EMS incidents, increasing the likelihood that a unit will be available within a district to handle the second emergency incident after the first unit has been dispatched to an incident.

- ▶ Replacement of apparatus that are past their useful life. Older apparatus are more likely to have mechanical problems and require more maintenance to stay operational. Units are unavailable for incidents when they are in need of repairs, which equates to a reduction of responding units and potentially longer response times.
- ▶ Maintain reserve fleet at 3:1 ratio. When a front-line apparatus experiences mechanical problems, the crew must transfer to a reserve vehicle to continue to provide service. If there is an insufficient number of reserve apparatus, then the unit is closed until the apparatus is repaired. Personnel are deployed to other units. Closing a unit reduces the number of emergency response units available, which may mean longer response times.
- **Communications:** The Division is provided dispatch services by combined Police/Fire Communications. The dispatchers perform fire dispatch duty on a rotational basis and the majority of their time may be spent working police dispatch. Because of the differences between police and fire procedures and the relatively short duration a dispatcher actually works fire dispatch versus police dispatch, there is a lack of continuity in the service being provided. One option is to have dedicated fire dispatchers supervised by Fire Department personnel. Additional communications issues include the following:
 - ▶ Establish a dedicated specialty team at a fire station as a Communication Unit. This will provide a team of Department members trained as mobile communication technicians to support on-scene incident communications.
 - ▶ Coordinate with other emergency response agencies to develop a Countywide communication center.
 - ▶ Develop a communication system that will address interoperability among emergency response agencies.
- **Training:** Emergency response personnel require regular training to maintain certifications, competency, and most importantly, to operate safely under emergency conditions. Required annual training is over 200 hours per member. The Division is exploring methods that will allow personnel to receive some of this training in the station via the City computer network. Additional options include hiring personnel to backfill positions while members attend training to minimize the impact on response times.
- **Equipment:** Firefighting, EMS, Rescue, and Hazardous Material (HazMat) equipment require regular maintenance and replacement. All units, front line or reserve, must be fully equipped for the Division to meet its response time goals and provide for effective field deployment.
- **Renovation of Fire Department Facilities:** Fire Department facilities are in significant need of repair, renovation, and replacement. The Fire Department will continue to collaborate with Facilities Management, the private sector, members of the City Council, and other interested parties to repair, maintain, and renovate fire stations.

Fire Prevention and Investigation Division

- **Fire Prevention Inspectors:** Additional staff are needed to meet the inspection schedule which is critical to ensure public safety in buildings. The inspection schedule is set by a combination of the State Fire Code and Fire Department policy.
- **Workload:** The time needed to review and certify fire sprinkler and fire alarm plans is excessive due to the current workload related to growth which reduces customer service.
- **Fire Losses:** Fire losses in Fresno are the highest among similar size cities in California. During CY 2003, per capita fire loss was \$69 which is triple the per capita fire loss for peer California cities in CY 2002 (the latest information available). Like any other city in the United States, the majority of structure fires occur in residential properties. This means more Frenshans will lose their homes and belongings to fire than in any other major city in California.

- **Public Education:** The Fire Department public education program relies on donations through Burn Aware, a 501 (c-3) foundation. Donations are not sufficient to provide an acceptable level of service.
- **Arson Investigation:** Vehicle arson is not investigated by the Fire Department due to staffing levels in the Division and the high rate of structure fire activity.

Fire Training and Support Services Division

- **Growth in Division:** The Division, established in FY 2004, was formerly part of Fire Suppression and Emergency Response. The Department's growth has placed a stress on the Division. It now requires more equipment, staffing, and a larger facility to meet Federal and State mandated training. In addition, the number of retirements requires the training staff to devote the majority of time conducting recruit training.
- **Repair and Maintenance Facility:** Due to the condition of the current repair and maintenance facility, relocation will be necessary.
- **Staffing Levels:** The Department's growth has placed an immediate need for increased staffing levels to manage the 27 fire apparatus and to provide maintenance and certification of the Self Contained Breathing Apparatus (SCBA).

UNMET NEEDS:

The unmet needs identified in this section are included in the Safety Commission's evaluation of the Needs Assessment. Recommendations for funding these needs will come forward with Commission's Report to Council.

- **Staffing Issues:**

- ▶ **Addition of Fire Prevention Inspectors to meet the needs of the community:** The Department is unable to complete new construction inspections within acceptable time lines. In addition, the Department lacks sufficient inspection staff to meet nationally recognized standards for inspecting public assembly buildings, apartments, educational facilities, institutions, and businesses.

The Fire Prevention Section is currently at the same staffing level as in 1978. At that time, the Section had three chief officers and ten inspectors serving a City with a population of 198,000, 61 square miles, and approximately 4,000 occupancies. In 2002, the Section's staffing level was one chief officer and nine inspectors serving a City with a population of 441,900, 104 square miles, and approximately 14,000 occupancies.

This request consists of one Senior Fire Prevention Inspector, three Fire Prevention Inspector IIs, and two Fire Prevention Inspector I positions. The Department will be meeting with Planning and Development Department staff to discuss the potential for funding several of these positions in relation to meeting the inspection demands of new construction.

Cost: \$516,600 (Fire Prevention and Investigation Division)

- ▶ **Addition of mechanics to the repair and maintenance facility:** The Repair and Maintenance Section will need to increase staff by two additional mechanics to support the opening of Fire Station No. 15 and existing equipment and apparatus needs in FY 2005. The Department is forced to close fire companies or fire stations when staff is unable to keep up with the demand for mandated repair and maintenance of the Department's aging fleet of emergency vehicles.

Cost: \$91,900 (Fire Training and Support Services Division)

- ▶ **Restore Maintenance and Service Worker position deleted in FY 2004 budget:** The ability to deliver equipment and supplies in a timely manner is critical to the efficiency of the Department. This position will provide a second permanent person in supplies and logistics and daily courier services throughout the fire facilities/stations, City Hall, and other City facilities, as well as perform other utility-type duties.

Cost: \$22,400 (Fire Training and Support Services Division)

- ▶ **Add additional training staff position to provide training to new personnel:** The Department currently provides a 13-week introductory recruit academy that can accommodate up to 18 recruits during each session. Overtime is usually required to fulfill the added workload when academies are in session. With the turnover projected, the Department will need to add an additional Firefighter Specialist position to meet the mandatory training for new recruits.
Cost: \$45,000 (Fire Training and Support Services Division)
- **Purchase fire equipment to fully outfit all reserve apparatus:** Reserve fire apparatus are required to be fully equipped with all necessary support equipment and tools by the Insurance Service Office (ISO). Reserve apparatus are relied upon during extended emergencies and disasters requiring the deployment of additional units through the recall of off-duty firefighters. Fully equipped reserve apparatus minimizes down time when changing apparatus for preventive maintenance and repair. In addition, maintaining a reserve fleet provides the opportunity for response to incidents outside the Fresno area through the State of California Mutual Aid System.
Cost: \$51,500 (Fire Training and Support Services Division)
- **The public education program needs additional funding by the City in order to reduce high fire losses:** The citizens of Fresno experience a high per capita fire loss in comparison to their counterparts in other major California cities. Public education must be addressed in order to reduce losses. The public education programs for the Department operate under the auspices of the non-profit organization Burn Aware. These programs include fire safety education to all primary grades in the City of Fresno, Senior Smoke Detector Program, Emergency Alert Program, Freddie the Fire Engine, and Sparky the Fire Dog. Burn Aware is minimally funded by donations from the public. With additional funding from the City, these programs will help create fire conscious and fire safe individuals in the community.
Cost: \$13,500 (Fire Prevention and Investigation Division)
- **Training for Specialty Teams:** The Department specialty teams, including Hazardous Material Response Team (HMRT), Technical Rescue Team (TRT), and Communications, require training to maintain certifications and skill level. Members of specialty teams require initial training and continuing education to maintain skills and certifications. Without this training in FY 2005, specialty teams will lose their capability to operate safely and efficiently at emergencies as well as their certification in FY 2006. The Department is investigating the availability of \$80,000 in homeland security grant funding to offset the total training cost.
Cost: \$323,600 (Fire Suppression and Emergency Response Division)
- **Arson investigator vehicle:** The current vehicle used by the on-duty arson investigators is frequently in for repair and is not heavy-duty enough to carry the required equipment or personnel. This vehicle should be replaced with an appropriate and reliable vehicle with the capacity to carry the equipment and staff needed on a daily basis.
Cost: \$66,600 (Fire Prevention and Investigation Division)
- **Recruitment and Career Development/General Training Issues:**
 - ▶ **Enhance the recruitment, testing, and selection of new firefighting personnel and continue to provide pre-employment services for firefighting personnel:** The Department anticipates 31 vacancies in FY 2005 due to attrition as well as the opening of Station No. 15. It is imperative to enhance recruitment efforts so that the workforce parallels the community. A recruitment team will continue the community outreach begun in FY 2004. A firefighter exam will be administered in FY 2005. The provision of funding for firefighter recruitment, selection, examination, and appropriate pre-employment background investigations will ensure a replacement workforce in a timely manner. This includes polygraphs, background investigations, fingerprinting, medical examinations, and criminal checks.
Cost: \$13,800 (Administrative Services Division)

- ▶ **Improve career development and general training for support and professional staff and chief officers:** In FY 2004 training, such as The Pacific Institute - Imagine 21, fostered a more cohesive workforce focused on common organizational goals. The Department would like to build on the training begun in FY 2004 by providing additional outside training opportunities, including Imagine 21 training for Department staff below the level of Fire Captain. This request also includes the cost of membership and dues for the Department's ten chief officers to National and State fire service affiliations.
Cost: \$236,700 (Administrative Services Division)
- **Purchase a Rehabilitation Unit to provide rehabilitation services to personnel at fires:** Personnel require rehabilitation during emergency incidents due to extreme physical activity and environment. Proper rehabilitation requires monitoring vital signs and fluid and nutritional replenishment prior to returning to activity or release back to the assigned station. The Rehabilitation Unit would be dispatched to an incident to provide these services to personnel in accordance with National Fire Protection Association (NFPA) 1500 and 1561. The Department obtained an older model bus from FAX which will be retrofitted to meet its new purpose.
Cost: \$106,100 (Fire Suppression and Emergency Response Division)
- **Information Services Positions:**
 - ▶ **Add Information Services Manager position to develop Department information technology solutions:** As a part of its daily operations, the Department collects and maintains large volumes of highly detailed and intensely critical information. The Department should employ an Information Services Manager to develop an information systems strategy and a central information system that allows for the collection, maintenance, and storage of Department information.
Cost: \$75,900 (Administrative Services Division)
 - ▶ **Add Programmer Analyst I position to assist in the maintenance and development of Department information systems:** The Department has 84 computers and 71 separate software programs. As the Department expands its computer technology through the implementation of a new RMS, Global Information System (GIS) enhancements, mobile data terminal enhancements, and pursues accreditation from the CFAI, maintaining its computer systems in peak working order will be critical. The Department needs staff with the expertise to monitor and maintain integrated information systems; to analyze network performance; and to ensure proper linkage exist between the mainframe, network, and personal computers.
Cost: \$40,200 (Administrative Services Division)
- **Other unmet needs:** The Fire Department has identified other additional, lower priority, unmet needs comprised of staff, equipment, and construction of facilities.